G.I. 1922

97 & 22.

Sl. no. 113

F-52

"Working of the Central Recruitment Board and the Measures necessary to give Effect to Govt orders on the subject of Retrenchment."

G.R.S. IX—5]

Previous references 1922 (G. R. No.) **File No.** 94-22

Serial Nos. 2, 1 to ?

Later references.

V.

D. R. revised.

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. Nil

Part B for Jan. 1923

SUBJECT

Working of the Central Recruitment Board and the measures necessary to give better effect to Govt. orders on the subject of recruitment

No. G. 1224-84 dt. 19-1-1923

(Secret)

Issues revised instructions re the further working of the Central Recruitment Board

Printed on the Multigraph.

Mr. Chevalier
29-3-1923
MS

V.1

D 397

WD 243—GPB—1,000—24-3-22

(1)

REPLY

(*To be written on this margin.*)

Office of the Dewan of Mysore.

NOTE.

Dated. 27th November 1922.

As I want to have a discussion with the Second Member of Council regarding the Recruitment Board, all papers connected with the same should be submitted for reference.

27/11

The Chief Secretary to Government,
with compliments.

CRB
27/11
~~Sunday~~ Today
Bm
28/4

Submitted with all important orders, lists and references (up to date) together with B.B. notes and on previous occasions.
28/11

Bm
28/11

Dewan

DEWAN'S OFFICE.
Regd. on NOV 28 1922
Reg. No. 3142

(12)

NOTE.

1. The reason why so few appointments have gone to candidates included in the lists sent out by the Central Recruitment Board is that very few vacancies have occurred. ~~There are no~~ permanent vacancies are there being many acting arrangements both among ministerial establishments and among Amildars. Some amount of regulation of these acting arrangements is necessary. Unless that is done the existing practice of making acting arrangements locally will continue. These acting appointments have always a tendency to become permanent, and unless such acting appointments are rigorously regulated, direct recruitment from the lists issued by the Central Recruitment Board will be considerably retarded. At present acting appointments may be made up to six months of candidates not included in the Central Recruitment Board lists. In future it should be made a rule that except privileg leave vacancies and other vacancies not exceeding a period of three months, all appointments should be made only from the lists issued by the Central Recruitment Board. As regards privilege leave vacancies and vacancies not exceeding three months, local arrangements may be made by ~~the appointing officers~~ by promoting men already in the office but a certificate should be made in each case that the vacancies are temporary and that there is

no prospect of their being extended or pro-
longed.

2. In view of the retrenchments that have already taken place and that are proposed hereafter to be made in district office establishments, there are a large number of young men with short service who will necessarily be thrown out. It is undesirable that such a large number of young men at the beginning of their career should be thrown out into unemployment. To obviate the difficulties arising out of this situation it is necessary to look to people who have already put in the required qualifying service for retirement. Such people should be kept on only in exceptional cases when their retention is certified to by the head of the office. The vacancies thus secured should be given to men with two years of service and more, who have been or will be affected by measures of retrenchment. This rule should be adopted in respect of all ministerial establishments. A list should be prepared of all thrown out men and they must be specifically allotted against the vacancies in the different departments, obtained in the manner indicated above. In order to prepare a statement of vacancies that may be thus obtained and to allot the men who are thrown out, a small committee of officers should be appointed. This committee will be entrusted with the work of working out details. The committee will work for a period of about three months and bring the matters to a very speedy conclusion.

In order to facilitate direct recruitment to the different grades of the subordinate executive services it is necessary to have probationary

(4

probationary officers for the several grades. 'We have such probationary officers in the Excise, Police and Registration departments.' In all departments where there are no such probationary cadres, the question of providing such probationary cadres is a very necessary measure.

Some difficulty is experienced now as regards the issue of certain instructions to the departmental officers by the Recruitment Board on matters connected with recruitment. The Board at present includes non-official members also, and the functions of the Board are purely of an advisory character. In view of the present constitution of the Board, it is not possible to concede to the Board any higher powers in the matter of giving instructions to the departmental officers. It is therefore suggested that in future, whenever any instructions have to be issued to the departmental officers in explanation or furtherance of matters connected with recruitment, these orders may be issued in the Secretariat under the direction of the Member who is also the President of the Recruitment Board. In all cases where there is a matter of policy involved or doubt or delicacy, the matter may be brought to the notice of the Dewan also before issue. It is also necessary to have a branch of Recruitment in the Secretariat which may be in charge of the Efficiency Audit Officer. This officer may also be given the work of revising and re-organizing

re-organising Office Procedure which is now very unsatisfactory. One more clerk also will have to be given as the existing number of clerks given for Recruitment work is not sufficient.

It is desireble to have a meeting of all departmental heads once a quarter. The President of the Recruitment Board may invite all the departmental heads to meet him and the other members of the Board and they can then have a common discussion of the progress of recruitment within the previous quarter, the results achieved, the difficulties experienced. etc.

It is not desirable that any preference to backward communities should be shown as regards the candidates who are thrown out of employment and who are proposed for the vacancies to be found by retiring superannuated men. Individual cases of hardship there may be. But they should be brought to the notice of Government by the Central Recruitment Board for special treatment.

As regards the general constitution of the Board it has already been pointed out that the conceding of greater powers to the Board as it is at present ~~xxxxxxx~~ constituted is a very difficult matter. As regards the issue of orders in matters connected with recruitment, it is desirable that before the issue of all orders vetoing proposals made by the Chief Court or the University the Board should be consulted.

(6

G. R. S. III—5] [illegible]—III

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Total no. of applicants upto 1.10.1922 is 1274.

Brahmins — 737

others — 537

Total no. of Vacancies — is 971.

upto 30.6.1922 — 727

upto 30.9.1922 — 244.

Total no. of appointments given is — 450.

	30.6.1922	30.9.22	
Brahmins —	185	+ 70	= 255
others —	147 / 332	+ 48 / 48	= 195

No. of Appointments given to applicants from the lists. — 46

Do — outside the lists — 286.
from June return —

Details for Sept[r] returns not yet available.

No. of appointments objected to — 126

30[th] June 1922 — 92

30[th] Sept[r] 1922 — 34.

No. of thrown out officials reabsorbed both June & Sept[r] Returns } 30

N. B.—Should routine notes be written on small slips the notes must be cipoed, or slips pasted on this form

Retrenchment.

No. of ~~Posts~~ non-gazetted posts abolished — 574

ministerial — 178

Executive Subordinate 396

Subd.
Pos
19/12

G. R. S. III—3]

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

N. B.—Should routine notes be written on small slips the notes must be clipped, or slips pasted on this form.

(9

N O T E

on

THE CENTRAL RECRUITMENT BOARD.

*****

The idea of establishing a central agency to look into the question of recruitment to the public services first found expression in para 11 of Government Order No.1827-80/E.A.G.308 dated the 16th May 1921 which laid down the policy of Government on the question of the adequate representation of backward communities in the public service. The central agency was required (1) to register all applications for appointments and to put the applicants in touch with the offices where vacancies existed or occurred, (2) to obtain statistics of recruitment every year, and (3) to review the progress made in increasing the representation of backward communities in the public service.

2. The Central Recruitment Board was accordingly constituted in Government Order No.2017-72/E.A.G.525 dated 30th June 1921. The Board was composed of a Member of Council as Chairman, three heads of important departments (Education, Public Works and Revenue) the Chief Secretary to Government, and three non-official members nominated by Government. The Under Secretary of the Efficiency Audit Branch was made the Secretary to the Board.

3. The Board has no powers of appointment. Its functions are primarily those of a vigilance committee to see that the policy of Government as set forth in the Government Order of 16th May 1921 is fully carried into effect. Incidentally, also, the Board performs the functions of an Employment Bureau. The question of fixing the general principles of recruitment such as the minimum qualifications for candi-

dates

candidates to the different grades of executive and ministerial appointments in the different departments, the proportion of vacancies to be filled up by direct recruitment and by promotion from subordinate ranks, &c, also forms part of the duties of the committee.

Work done by the Committee.

4. The Board first considered such preliminary matters as the following:

(1) Whether applications should be received from Brahmins also;

(2) The manner of classification of applications;

(3) How temporary vacancies should be dealt with;

(4) Proportion of vacancies to be filled by direct recruitment and by promotion;

(5) Fixing unit areas for appointment purposes;

(6) Adoption of the system of permitting candidates for appointments to work in public offices as volunteers; and

(7) Whether minimum qualifications prescribed for each grade should be the same for persons promoted as for persons directly appointed.

5. The recommendations of the Board on the above matters, as finally approved by Government, are contained in Government Orders No.2179-2258/E.A.30-21-1 dated 28th November 1921, and No.2013-92/E.A.14-21-6 dated 28th November 1921. The first Order directs (1) that applications shall be called from Brahmins as well, (2) that the Board shall forward lists of candidates to the several heads of departments and offices, (3) that excepting temporary and acting appointments which are not likely to last for more than six months, all appointments by direct recruitment shall be made from among the candidates included in the lists furnished by the Board; (4) that the Board may call for returns, statistics and other information relating to recruitment and vacancies in the several offices of the State, and

(5) that heads of offices should as far as possible allow candidates included in the lists to work in their offices as volunteers if they desire to do so. The second Order prescribes the general rules for regulating appointments to posts in the superior service of Government.

6. The recommendations made by the Board regarding recruitment to the ministerial ranks, as finally approved by Government, are contained in Government Order No.2093-172/E.A.14-21-7 dated 28th November 1921. The Government Order classifies all ministerial appointments into four classes, lays down the proportion of vacancies to be filled up by direct recruitment and by promotion in the different classes, and also prescribes the minimum qualifications for the different classes.

7. The framing of special rules regulating recruitment of candidates to the different departments was then taken up. Such special rules have been framed for the Excise, Registration, Income-tax and Police Departments. These rules, as finally approved, have been embodied in the following Orders of Government:-

(1) G.O. No.R. 3122-3/Ex.55-21-3 dated 27th December 1921,

(2) G.O. No.J.2988-9/Regis.23-21-2 dated 29th December 1921,

(3) G.O. No.R.3120-1/I.T.26-21-5 dated 27th December 1921,

(4) G.O. No. P 2157-9/Pol. 43-22-6 dated 13th September 1922.

8. The Heads of Departments and Deputy Commissioners have been addressed to report as to how the recruitment rules have been working in practice.

7. The total number of applications received from the time the Board was constituted up to the ~~EXH~~ 1st September 1972 is 1,350 of which 730 are from Brahmins. 56 appointments have been made from among these candidates, of which 12 appointments have gone to Brahmins, 11 to non-Brahmin Hindus and 1 to a Christian. No appointment has been given to Panchamas although the list of applications contains 11 applications from Panchamas and other Depressed Classes.

8. The Board has, in its Circular issued in August last, called for prescribed quarterly returns from all officers of vacancies, appointments to fill these vacancies, and the composition of these filled. This will enable the Board to keep a watchful eye on the progress made in giving effect to the policy of Government enunciated in the Order of 16th May 1972.

9. There appears to be a feeling on the part of the non-official members of the Board that the results achieved by the Board have been quite insignificant so far. Only 56 appointments have gone to applicants included in the lists circulated by the Board and out of these, 12 have gone to Brahmins. According to the Government Order of 16th May 1972, paragraph 3, it is a standing instruction to every officer authorized to make appointments to the public service, to give preference to candidates of a backward community, in making an initial appointment, so long as the former possesses the prescribed minimum qualification even though he may be less qualified than other candidates. This preferential treatment has been indicated with a view to ensure in all headquarter and district offices of all departments, representation to backward communities to the extent of 40 per cent of the total strength within

(11)

seven years. The members apparently feel that at the present rate of progress it would be absolutely impossible to achieve the expectations of Government within the prescribed period.

12. The circumstances in which appointments were given to 12 Brahmins are being looked into. It is also a matter to be considered whether only 26 vacancies occurred during this period. This figure for the whole State is quite inadequate. It has also to be pointed out, in this connection, that the rules relating to appointments, the preparation of lists, their ~~xxxxxx~~ circulation, etc., have all been attended to only during the past year, and it is probable that during the current year better progress may be secured.

13. The peculiar circumstances created by the policy of retrenchment has also led to some special difficulties. In Government Order No.6498-6555/C.E 2126-21-1 dated 21st April 1922, Government have directed that in view of retrenchments in the several departments of the State, vacancies occurring in offices should not be permanently filled up. In Government Order No. H.C.278-35/I & C.19-21-104 dated 14th July 1922, Government have directed that preference in filling up appointments should be shown to thrown-out officials. Similar instructions have been issued to appointing officers in the Education Department. Similar contingencies will occur in other departments also. These circumstances have taken away certain chances of appointment to non-Brahmin candidates, and it is in respect of this difficulty that Mr.Subbaiya and others in the Legislative Council made ~~xxx~~ complaints.

14. It is too early to say how the rules framed by the Board will work. It may be pointed out that there is too much centralization in recruitment work, even applications for appointments on

Rs.50 in Taluk Offices being received by the Central Recruitment Board. It would certainly conduce to more efficient work and to the securing of better results if the receipt of applications by the Central Recruitment Board is limited to appointments carrying salaries above a fixed limit, say Rs.50 or so. As regards ~~the~~ other appointments, the necessary scrutiny may be made by reference to the returns prescribed by the Board. Appointing officers may also be directed to make no appointments without notifying vacancies in the Mysore Gazette and publicly calling for applications.

The points now for consideration are:--

(1) whether in view of the fact that the rules framed by the Board came into operation only recently, some time may not be given to see how they work before initiating any further changes;

(2) what action should be taken as suggested by the President of the Central Recruitment Board in the way of modifying or changing the Government Orders passed in connection with the Retrenchment providing for preference being given to thrown out Government servants irrespective of their caste or community.

(3) steps that should be taken to reduce the field of the Board's work with a view to make their activities more efficient and effective.

Please submit note of discussion in Cabinet with note taken up by — Chief Secy — in the form of a Draft note for Council — in C. giving history of the case fully 4/12

The question of working of the Central Recruitment Board and measures necessary to give better effect to Government orders on the subject of the recruitment of candidates to the public service was discussed by the Dewan with the Second Member of Council and Chairman of the Central Recruitment Board on the 12th December 1922 when it was considered to adopt the following measures:-

(i) As vacancies in subordinate offices generally arise as temporary and acting ones the present orders under which appointing officers are permitted to make their own arrangements in regard to appointments not expected to lost for more than six months without reference to the Central Recruitment Bd. lists, are not satisfactory. Privilege leave vacancies may be left entirely to be filled up by temporary promotions and the men already in the office or otherwise without reference to the Central Recruitment Board lists. So also if the arrangement is likely to continue for more than three months, the appointing officer may make his own arrangements within the office. In all other cases, appointments should be made from the C.R.B. lists under the principles laid down in G.O.No.E.A.2093-172 dated the 28th Novr. 1921.

(ii) In view of a number of young men who have put in some service and gained experience being thrown out of employment on account of retrenchments, all officials who have completed 25 years service and have

C15

C.R.Board with a view to review the work done. The heads of departments may be asked to be present at such quarterly meetings and the returns of the several Departments may be ~~gixxen~~ gone through with them.

(vi) One more clerk may be given to the Recruitment Branch.

(vii) ~~The~~ the Chairman of the Central Recruit Bd. will be in charge of the Recruitment portfolio and orders and other communications relating to ~~the~~ Recruitment ~~Board wixxxixxxx and Government Proceedings and communications relating to the above Board~~ will issue under his orders. ~~Except~~ In cases where any proposals of the Chief Court and the University ~~is proposed~~ are to be vetoed and also in other cases where the Member thinks it necessary to do so, papers may be submitted to the Dewan.

ku

Notes of Discussion
re. Mily. Central Recruitment Board (16

The question of the working of the Central Recruitment Board and the measures necessary to give better and prompter effect to the Government Orders on the subject of recruitment were discussed by the Dewan with the Second Member of Council and Chairman of the Central Recruitment Board on the 12th December 1922. The following is a brief note of the points discussed and the conclusions arrived at.

I. The reason why so few appointments have gone to candidates included in the lists sent out by the Central Recruitment Board is that very few permanent vacancies have occurred. Most of the vacancies begin as acting vacancies and under the existing orders appointing officers acting appointments may be made up to six months without reference to the lists issued by the Central Recruitment Board. Unless some amount of regulation of these acting appointments is secured, direct recruitment from the lists issued by the Central Recruitment Board will be considerably retarded. These acting appointments have always a tendency to become permanent. In future it should be made a rule that except privilege leave vacancies and other vacancies for not exceeding a period of three months all appointments should be made only from the lists issued by the Central Recruitment Board. As regards privilege leave vacancies and vacancies for not exceeding three months, appointing officers may fill them up by promoting men already in their offices but a certificate should be made in each case that the vacancies are temporary and that there is no prospect of their being extended or prolonged.

II.

II. In view of the retrenchments that have already taken place and that are proposed hereafter to be made in District Office establishments, there will be a large number of young men with short service thrown out of employment. It is undesirable that such a large number of young men at the beginning of their career should be thrown out without any means of earning their living. To obviate the difficulties arising out of this situation it is necessary to retire people who have already put in the required qualifying service for retirement. All such people should be retired except in special cases where their retention is certified to be necessary in the interests of Government, by the head of the office. This policy should be followed in respect of all clerical appointments and all appointments up to and inclusive of the grade of Amildar. The vacancies thus secured should be given to men with two years of service and more who have been or will be affected by measures of Retrenchment. A list should be prepared of all thrown out men and they must be specifically allotted against the vacancies in the different departments. A small committee of officers should be appointed to deal with the question of allotting the vacancies to the thrown out men. This committee will work for a short period of about three months and bring the matters to a speedy conclusion.

III. In order to facilitate direct recruitment to the different grades of the subordinate executive services it is necessary to have probationary officers for the several grades. There are such probationary officers in the Excise, Police and Registration departments. In those departments where

there

(18

there are no such probationary cadres at present, the ~~question of providing~~ provision for such probationary cadres is an important necessity and should be taken up early. Three probationers may be provided for each department two of which may be given to members of backward communities.

IV. Some difficulty is now experienced as regards the issue of instructions to the departmental officers by the Recruitment Board on matters connected with recruitment. The Board at present includes non-official members also and ~~their~~ its functions are purely of an advisory character. In view of the present constitution of the Board, it is not possible to invest the Board with any higher powers in this respect. It is therefore suggested that in future, whenever any instructions have to be issued to the departmental officers in explanation or furtherance of matters connected with recruitment, these orders may be issued in the Secretariat under the direction of the Member who is also Chairman of the Recruitment Board. In all cases where there is a matter of policy involved or ~~xxx~~ where the matter is one of doubt or delicacy or where it involves the vetoing of any proposal made by the Chief Court or the University, the matter may be submitted to the notice of the Dewan also before issue of orders.

V. It is under contemplation to appoint an Inspector of Offices to go into the question of revising and re-organizing Office Procedure in the different offices which is now in a very unsatisfactory state. This officer may also be entrusted with the work of auditing the recruitment work in the several offices and departments. He must be one of some standing and experience.

(19

VI. One more clerk may be given to the Recruitment Branch of the Secretariat.

VII. It is desirable to have a meeting of all departmental heads once a quarter to go into the question of recruitment. The President of the Recruitment Board may invite all departmental heads to meet him and the other members of the Board and they can then have a common discussion of the progress of recruitment work during the previous quarter, the results achieved, the difficulties experienced, etc.

VIII. It is not desirable that any preference to backward communities should be shown in dealing with men who are thrown out of employment and who are to be allotted against the vacancies found by retiring men who should have put in the necessary service. Individual cases of hardship there may be; but they should be brought to the notice of Government by the Central Recruitment Board for special consideration.

G. R. S. III-2]

General and Revenue Secretariat. | Gen File No. 97 of 1922

Serial No.

Kind reference is invited to Dewan's Minute dated 20th Dec 1922 on page 2 of the accompanying file regarding the appointment of an Office Inspector.

The file may perhaps be sent to the Confidential Branch for taking further action in the matter.

Submitted
B.S.
7/2

7/2
2nd
7/2

Reference is about which was being worked up, under the Dewan's orders, by Mr C. Rangachariar Rao Sahib Dewan

by
8/2

To further action as to what
A note will be dealt in the
ordinary course of the Secretariat

12/—

12/2

10/1/23

NOTE—Contn. sheet.

WD 243—GPB—1,000—24-3-22

(21

REPLY

To be written on this margin.)

Office of the Dewan of Mysore.

NOTE.

Dated.....192 .

Hon'ble Sir and
he public Embassy
the [redacted]
with discussion
[redacted]
[redacted] Name
of the work
done by the R.B.
Secretariat (as stated
for discussion in C

6.12

M/s. Lander Gandy

4 drafts are sent embracing all the points included in the notes of discussion & other two limited tales.

Item V of the notes (Inspector of Office Procedure) is not included in the draft [redacted] as it is raised for discussion. If approved, this will be included in the urgent list for the meeting

Page 2

G. R. S. III-2]

General and Revenue Secretariat.

G.7 File No. 97 of 1922

Serial No.

of the Council on 21-12-22

Dewan

Bm. 19/12

[illegible] 20 [illegible]
[illegible] 3712
with 2 files

Necessary may be taken up. Agreement executed by the Estates Engineer

H. 20.12

The points of our Office Memo will be referred. Dealt with

GJ 20.12

CB circulate
21/12/22

NOTE—Contn. sheet

(3(2.3

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Letter No 569/Es. dt 15-11-22
from the Comptr representing
the inconvenience in
advertising for short-
vacancies

Submitted with references for orders
BS
18/11

Chairperson)

23/11

Recd on 27/11/22

will the users please note
this? does Mr. J. J. say or
able to state temporary vacancies
~~have not~~ has not the committee
prepared certain further modifications
in the procedure above - a covering
vacancies.

by
30/11

CRB.

Please peruse the letter
of 28-11-1921 and also the
proceedings of the meeting
~~of~~ of 29-7- and of
the last meeting

30/11

Q

P

***N.B.*—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form**

G.R.S. [illegible]

Routine Notes.

[To be used [illegible] etc., not intend[illegible] permanent record.

N.B.—Should routine notes be written on small slips, they must be copied or slips pasted on this form.

(24)
Part 4

G. R. S. III-21

General and Revenue Secretariat. | File No. | of 19

Serial No.

P. & D. II

From the Secretary Central Recruitment Board
Letter no. 1196 dated 29th Nov. 1922.

Solicits the approval of Govt. to the suggestion of the C. R. Board that a Consolidated statement of Vacancies may be published in the Gazette by the Board once a week or fortnight instead of each appointing officer publishing such vacancies in the Gazette severally.

Submitted for orders with references.

BS 30/11 The proposals in P. & D. II may be approved.

~~The enquiry~~ The present proposal as well as the proposal appd in this G. 30-10-22 amend only Instruction 3 of the Instructions issued in G. O. No. EA. 2179-vi-58 of 28-11-1921.

Flag Z.

Flag Q.

Short-term vacancies are governed by Instruction 4 of the same order, which exempts them in a way from Instruction 3.

Whether a clearer exemption is necessary may perhaps be decided in Consultation with the Central Recruitment Board.

1/12

Chairman

Representation of public notifying vacancies

NOTE—Contn. sheet.

G. R. S. III-2]

CRB

General and Revenue Secretariat. | File No. of 19

Serial No.	
A	ment prescribed. ~~proper~~ need not perhaps be insisted upon that these vacancies not exceeding one per cent. may properly be filled by R. B's.
B.	to notify the recruitments which have been contributed to by vacancies to be caused by the Board may be approved and then by Secy.

3666 7.12.22

A may be agreed to by [illegible] 7/12
Chairman Chapra Board.

B. Should not send any proposal from this office but proposal may emanate from the Board — by 10/12

8/12 by 11/12

all orders may issue in one go. Reform may be forwarded in the draft. Have called the m/s. to submit today 10/12

Read 19/12

US 19/12/22

DEWAN'S OFFICE.
Regd. on DEC 12 1922
Reg. No. 3465

NOTE—Contn. sheet.

(26
6

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

I am sorry that have been called up to Simla for some work I could not leave here earlier

by
13/1
4.45 P.M.

Qui Member

As a result of further discussion I had with the Anglo-Indian Deputation, para 3 of the draft order has been revised by them. The revised para is not of such an imperative nature as the original para. Reasons which Deputation introduced. In the original draft order, it was proposed to make the period of the Head of the Police or Head of the Dept. trial of officers when in service of the Press who had been in employment for persons. It appears that we will be placing the Head of the Police in an awkward situation, since he will not have the final say in the request of the Press Council and he will be left to decide

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form

G.R.S. III—3]

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

(25
(8

Extract from the Proceedings of the 636th *Meeting of the Council of His Highness the Màharaja, held at Bangalore on the* 4th January 1923. *19* .

170. Subject. - Clause xii of the schedule.

Working of the Central Recruitment Board and the measures necessary to give better effect to Government Orders on the subject of recruitment.

OPINION OF THE COUNCIL.

The draft orders may be generally approved.

(Signed) A. R. BANERJI,
Dewan of Mysore.

Note:--
File to be resubmitted to Second Member.

"EXTRACT"

Chief Secretary to Government.

WD 1471—GPB--2,000—1-3-21

C 284 (29

G. R. S. III-2]

General and Revenue Secretariat. | File No. of 19 .

Serial No.

Subject. -

Working of the Central Recuitment Boar and the measures necessary to give better effect to Government Orders on the subject of recruitment.

....

Extract from the Proceedings of the Council is submitted. Thereupon the [illegible] matter touched upon the reports as mentioned in Council. The information about the working of the Committees mentioned by the Second Member. has been obtained by me 6/1/23

NOTE—Contn. sheet.

(30

G. R. S. III-2]

General and Revenue Secretariat. | File No. of 19 .

Serial No.

Pages 7 & 8 have been retyped with corrections as the lines indicated in pencil.

The passage marked A in the draft minutes was not in the draft minute sent to Government. It was added by the Secretariat (Retirement) with the employment of backward communities

by
C.P.

(Retirement)

Draft revised & approved

Y.
A.P.

NOTE—Contn. sheet.

(31)

(For Disposal at a Meeting)

No. C. 284

.....4.....1922-3

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

(Clause xii of the schedule)

Working of the Central Recruitment Board and the measures necessary to give better effect to Government Orders on the subject of recruitment.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

B Sambamurti Rao

21st December 1922 — *Chief Secretary to Government.*

Extraordinary Member of Council.

5117-609
22.12.22 — **First Member of Council.** Rees 23.12.22

Second Member of Council.

Third Member of Council.

Submitted to His Highness.

Owing to the retrenchments in all offices, the progress in giving effect to the orders on the increased representation of the members of the backward communities in the public service has been very slow and this has been the subject of comment and representations in the Representative Assembly and the Legislative Council as well as in the public press. The difficulties are accentuated by the fact that not only is there a great paucity of vacancies in all departments but there is also a large number of officials discharged on account of retrenchments who have to be re-employed as early as possible. Certain defects in the actual working of the rules and orders relating to the Central Recruitment Board have also come to light. These matters were discussed by me with the Second Member at a conference held in December last and the results of the discussions and the action proposed to be taken are indicated in the notes of discussion placed below. Draft orders in pursuance of the discussions were prepared and considered in Council on the 4th instant when it was resolved that the draft orders may be generally approved.

Z

Drafts for approval

2. The main features of the orders are as follows:-

(1) In modification of the existing order under which appointing officers have discretion to make appointments outside the lists issued by the Central Recruitment Board in cases of vacancies for a period not exceeding six months, it is proposed that such discretion should be allowed only in cases of privilege leave vacancies and other vacancies not exceeding three months in duration; and in those cases, only on a certificate that the vacancies are temporary and not likely to be extended further.

(2) Some vacancies are proposed to be created in the clerical and subordinate executive service by the retirement of officials who have put in qualifying service for maximum pension, (that is, equal to half pay) even though they may not have reached the age of superannuation. Lists of officials who may be thus retired (retaining those whose continuance in service is considered necessary on grounds of their merit, capacity or use-

fulness

(3)

usefulness) are proposed to be called for and placed before a Committee of high officials who will be required to decide on the persons to be retired and allot the vacancies thus created to men awaiting re-employment.

(3) In order to facilitate direct recruitment to the subordinate executive service it is proposed that three probationerships should be created temporarily in each department where the system of Probationers does not exist and that two at least of these should be given to the members of backward communities.

(4) Quarterly meetings of the Central Recruitment Board with the heads of the departments are proposed to be arranged for with a view to reviewing the progress in giving effect to the policy of the Government and removing the difficulties found in actual working.

(5) It is also proposed that matters relating to appointments should be dealt with by the Member of Council who is the Chairman of the Central Recruitment Board, orders vetoing appointments irregularly made and other orders of Government being issued from the Secretariat under the orders of the Member who will, in the case of departments not within his portfolio, issue the orders in consultation with the Member in charge of the department concerned.

All cases where questions of policy are involved or where orders are proposed to be issued vetoing the proposals made by the Chief Court and the Mysore University will be submitted to the Dewan.

3. I have given my most careful and anxious consideration to the questions involved which are of a difficult and delicate nature and the solution of these questions on the lines indicated in the draft orders will, I hope, remove considerable dissatisfaction which now exists in regard to the recruitment policy of Government, which is mainly due to the present financial stringency.

4. The

(34

4. The four draft orders may be graciously approved.

Bangalore,
14th January, 1923.

14 JAN 1923

Record of Cases submitted for the Orders of His Highness the Maharaja

Subject.

Working of the Central Recruitment Board and the measures necessary to give better effect to orders of Government on the subject of representation of the backward communities in the public service.

H.H.No 229.

626

Order.

~~KRM~~

17/1/23

5915-599
22.1.23 Secn.

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18.1.23

(31

G. R. S. III-2]

General and Revenue Secretariat. | G.M File No. 97 of 1922

Serial No.	
1	G.O. No. G. 1227-87 / dy 9. 1. 1923. To Heads of Depts, Secretaries to Govt. Dy. Commrs. of Districts, & the Secretary, C.R.B. Issues revised instructions regarding the future working of the Central Recruitment Board.
2	Circular memorandum no. G. 1289-1349 dy 20th January 1923. To Heads of Depts, Dy. Commrs. of Dts, Secretaries to Govt. & the Secy, C.R.B. Prescribes the procedure to be followed in taking objections to appointments.
3	O.M. no. G. 1350-57 dy 20.1.1923. To the Secretaries to Govt. & the Secy. CRB Prescribes the procedure to be followed in issuing orders Vetoing the objectionable appointments.
4	no. 0 dy to the Comptroller Sanctions an additional 1st Dv. clerk to the C.R. Board Section.

If not is not found in the file.

NOTE.—Contn. sheet.

Proceedings of the Government of His Highness the Maharaja of Mysore.

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3 Copies

Re. G.1227-87 Dt 18-1-1922
G.M.97-22-1

In G.O.No.1827-80-E.A.G.308 dated 16th March 1921 the Government have laid it down as their policy that the proportion of the members of backward communities in all headquarter and district offices of all departments should be gradually raised to 50 per cent of the total strength (exclusive of those in inferior service) within a period of seven years. With this object in view they have issued a standing instruction to the several officers authorised to make appointments in the public service to give preference to a candidate of a backward community in making initial appointments so long as he possesses the prescribed minimum qualification even though he may be less qualified than other candidates. Certain other concessions have also been granted, the principal among them being that in respect of candidates of backward communities the maximum age for entry into service has been raised to 28. Government felt also that in order to achieve the required progress within the prescribed period, special arrangements were necessary to ensure that all qualified candidates belonging to backward communities and desirous of entering the public service should secure appointments without undue delay. They accordingly directed the constitution of the

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a) ... in relation in regard to
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b) ... the ... for re-fixing
... ... promotions in
... the ... Service;

c) ... suggestions, instructions
... ... drawing up
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ranks of the superior service.

In the first of these orders the functions of the Central Recruitment Board have been ~~elaborated~~ enumerated as follows:--

(a) Calling for applications from all candidates, including brahmins, desirous of securing appointments in the public service, ~~of~~ and preparing lists of such candidates showing the class or classes of appointments and the salary for which each candidate is eligible with reference to the qualifications and preference of the candidates;

(b) Forwarding copies ~~of~~ or extracts of such lists to the several heads of departments and officers concerned;

(c) Calling for returns, statistics and ~~for~~ other information relating to recruitment and vacancies in the several offices of the State.

~~Incidentally~~ It has also been ordered that every appointment by direct recruitment shall in future be made only from among candidates included in the Board's lists, an exception being made, however, in respect of vacancies not likely to last for more than six months and when no candidate is available in the list. The Board ~~has~~ has till now ~~subsequently~~ issued lists including the applications of 1274 persons of whom 737 are brahmins and 537 others.

To enable the Board to discharge ~~their~~ its duties as vigilance committee the Board has prescribed three returns ~~in their memorandum No.355-433 dated~~ 15

furnishing

[illegible]:--

[illegible] that [illegible] the previous quarter.

[illegible] to be filled up [illegible] or re-[illegible] the same quarter

[illegible] competition [illegible], both ministerial [illegible] of the [illegible].

[illegible] 1922 have [illegible] scrutinised [illegible] 365 [illegible] those [illegible] of 3000 [illegible]. In the results, it is seen [illegible] of 8761 [illegible] raised in the [illegible] 5470 were examinations [illegible] 3291 belonged to the Communities [illegible]. It is also seen that [illegible] covering the same [illegible] total number 332 direct [illegible], 147 were Conferred on candidates [illegible]. The re-[illegible] 118 direct appointments made, 48 were Conferred on candidates [illegible]. Enquiries [illegible] 126 [illegible] appoint-[illegible] to the rules under the [illegible] of Council [illegible] of the Board.

[illegible] not doing [illegible] applicants [illegible] the schools more vacancies [illegible].

[illegible] created by the several [illegible] or appointments issued in the course [illegible] the [illegible] pro-[illegible] [illegible] of Lieutenant

communities in the Public Service. In G.O. No.6498-6555 C.B. 26-21-1 dated 21st April 1922 Government have directed that in view of the retrenchments in the several departments of the State vacancies occurring in the several offices should not be permanently filled up. Further as it was necessary that the experience gained by officials who had served under Government for sometime and who had to be discharged on account of reduction of staff should not be lost to the Government permanently and also with a view to alleviate such persons hardship Government have directed from time to time that officials who had been discharged on account of retrenchment in certain departments should be reabsorbed in the available vacancies in the several departments as soon as they occur and finally in G.O.No.1483-1532 C.B. dated 25th September 1922 a general instruction has been issued to the effect that all officials who held permanent appointments and those who had served continuously for two years in acting or temporary appointments prior to the discharge should be given preference over all new candidates including those belonging to backward communities and that the discharged persons not coming within the above catagory may be given preference over other candidates belonging to their respective communities. In pursuance of this order and with a view to prepare a comprehensive list of officials entitled to benefit thereunder a circular latter No.2107-60 dated 9th November 1922 has

...ments, particulars to Government and Deputy ... Districts and the list of ... thrown out of employ on account ... Public Account is under preparation. It ... necessary to revise the existing ... so as to co-ordinate all the ... recently received to and secure a ... line of procedure in carrying out ... Government enunciated both ... or the Fuller Committee's Report ... to re-employment of ... further it is necessary to ... Departments into ... with the Central Recruitment ... Subject to the following instructions ... :—

(1) Modification of instruction (5) in ... 173-2200-1...30-21-1 dated the 26th ... 1921, Government direct that except ... leave vacancies and other vacancies for periods ... exceeding ~~period of~~ three months, ... shall be made only from the ... by the Central Recruitment Board, in accordance with the ... the general principles laid down in ...383-172 dated both November 1921. As ... privilege leave vacancies and vacancies for periods not exceeding three months, appointing ... will thereby by promoting men ... in their offices, but a certificate ... to the effect in each case that the vacancies are temporary and that there is no prospect of their being extended or prolonged.

2. The above instruction will however be subject to the directions contained in G.O.No. 1483-1532/C.B. dated the 25th September 1922 regarding the reabsorption of officials discharged on account of retrenchments.

From the information before us we find that Owing to the paucity of vacancies in all offices the progress in reabsorbing in the service officials discharged on account of retrenchments is very slow. In order to minimise the hardship to these discharged employees awaiting re-employment it is necessary to create some vacancies in the clerical and subordinate executive services by retiring some officials who have completed the qualifying service required for earning a pension equal to half their pay even though they may not have reached the age of superannuation. This principle may be applied in all grades of the clerical service and of the subordinate executive service up to and inclusive of the grade of Amildars. The Comptroller is requested to submit at once a list of Amildars who have completed 25 years' service qualifying for pension and all Heads of Departments and Secretaries to Government are requested to submit to Govt. lists of all officials and executive subordinates who have put in the qualifying service for pension with their opinion as to the character, capacity for work and future usefulness of the official or subordinate concerned. These lists will be examined by a Committee consisting

(2) The above instruction will however be subject to the directions contained in G.O.No.1483-1532/C.B. dated the 25th September 1922 regarding the reabsorption of officials discharged on account of retrenchments.

(3) In order to minimuse the hardship to officials discharged under the retrenchment orders who are awaiting re-employment under the above orders, the Government also consider it desirable to retire from service some officials who have completed the qualifying service required for earning the maximum pension admissible to them although they may not have reached the age of superannuation This principle may be applied to the officials in the clerical service and in the executive services up to and inclusive of the grade of Amildar, except in the case of those whose retention is certified by the Head of the office to be necessary in the interests of the Government and the Head of the Department accepts the certificate. The Comptroller is requested to submit at once a list of Amildars who have completed qualifying service for maximum pension , and all Heads of Departments, Secretaries to Government and Deputy Commissioners of Districts are requested to submit lists of officials under them whose retirement under this instruction may be sanctioned. The vacancies thus secured should be given to men with two years' service and more who have been or will be affected by measures of retrenchment. To facilitate their early reabsorption lists of such men and of the vacancies should be prepared promptly and placed before a Committee consisting of:-

Mr. Mir Humza Hussein, (Chairman)
1) Mr. K.Chandy, Revenue Commissioner,
2) Mr.A.Subramanya Iyer, Excise Commr,
3) Mr.C.S.Balasundaram Iyer, I.G. of Edn.
4) Mr.I.F.Bowring, I.G. of Police.
5) Mr. C. Dove Wilson, Agent, Mysore Rys.

} Members

(47)

backward classes in the Public service. It is desirable and necessary to have a meeting of all Heads of Departments once a quarter to review the situation ~~and go into the question.~~ The President of the Central Recruitment Board is requested in future to invite ~~all~~ the Heads of all major Departments to the meetings of the Board when the quarterly A, B, & C. returns are reviewed, so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarter, the results achieved, the difficulties experienced and the modifications in rules, procedure and instructions necessary to secure better results.

Chief Secretary to Government.

To

The Heads of Departments.

The Secretaries to Government.

The Deputy Commissioners of Dts.

The Secretary, Central Recruitment Board.

Press Table.

Gazette.

(48

2 copies

Circular Memorandum.

Rs. 9. 1289-1349 Dy 20th Jany. 1923.

It is reported that the Central Recruitment Board, in its capacity as vigilance Committee, is ~~experiencing some difficulty as regards the~~ not authorised to issue ~~of~~ any instructions to the departmental officers. With the constitution of the Board as at present, it is not possible to invest the Board with any higher powers than those of an advisory body. The functions of the Board, as such, will be only to call for returns and scrutinise the ~~same~~. Whenever any instructions have to be issued to the departmental officers in explanation or furtherance of matters connected with recruitment, the same should be issued from the Chief Secretariat.

2. In all such cases, the Secretariat will in the interest of speed and convenience, correspond direct with the officer furnishing the returns when ~~only further in~~ all that is required is ~~formation or facts are required~~. But as soon as the correspondence turns to an expression of opinion as to individual actions or appointments, further correspondence will be conducted with the Head of the Department or Deputy Commissioners concerned, as the case may be, to preserve unbroken the chain of official responsibility.

By order,

Chief Secretary to Government.

P-T-6.

[illegible].

[illegible] Districts.

[illegible].

[illegible], Central Recruitment Board.

(3)

11 copies

Fr. 97-2-23

matter cleared

Office Memorandum.

No. G. 1350-57 ... Dy 20th January 1923
G.H.

In all cases arising out of the proceedings of the Central Recruitment Board, when any appointments made in contravention of the standing orders are to be referred correspondence has to be conducted on behalf of the Government, orders will be issued under the direction of the Member who is also Chairman of the Central Recruitment Board in consultation, when necessary, with the member in whose portfolio the Department concerned is concluded.

In all cases where there is a matter of policy involved or where the matter is one of doubt or delicacy or where it involves the vetoing of any proposal made by the Chief Court or the University, the case shall be submitted to the Dewan also before issue of orders.

B.O.

Chief Secretary to Government.

To

The Secretaries to Government

The Secretary, Central Recruitment Board.

Government of his Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. G. 1227-87—G. M. 97-22-1, dated 19th January 1923.

Central Recruitment Board.

Issuing revised instructions regarding the future working of the ——.

ORDER NO. G. 1227-87—G. M. 97-22-1, DATED 19TH JANUARY 1923.

In Government Order No. 1827-80—E. A. G. 308, dated 16th May 1921, the Government have laid it down as their policy that the proportion of the members of backward communities in all headquarter and district offices of all departments should be gradually raised to 50 per cent of the total strength (exclusive of those in inferior service) within a period of seven years. With this object in view, they have issued a standing instruction to the several officers authorised to make appointments in the public service to give preference to a candidate of a backward community in making initial appointments so long as he possesses the prescribed minimum qualification, even though he may be less qualified than other candidates. Certain other concessions have also been granted, the principal among them being that in respect of candidates of backward communities the maximum age for entry into service has been raised to 28. Government felt also that in order to achieve the required progress within the prescribed period, special arrangements were necessary to ensure that all qualified candidates belonging to backward communities and desirous of entering the public service secured appointments without undue delay. They accordingly directed the constitution of the Central Recuitment Board for registering all applications for appointment and putting applicants in touch with the offices where vacancies exist or occur from time to time. The Board was, in addition, to be charged with the responsibility of obtaining statistics of recruitment during each official year and reviewing the progress made in increasing the representation of the different communities in the public service.

2. The Central Recruitment Board was constituted in Government Order No. 2017-72—E. A. G. 525, dated 30th June 1921, with a Member of Council as Chairman, three Heads of Departments and the Chief Secretary to Government as official members, and three non-official members belonging to three of the principal backward communities in the State. In this order Government have directed that the Board will have no power of direct appointment but will act only as a vigilance committee. The Board was also requested to elaborate details in regard to its work. These details were discussed at successive meetings of the Board and submitted to Government. As a result, three orders were issued by Government on the 28th November 1921 :—

(1) Issuing instructions in regard to the functions of the Central Recruitment Board;

(2) Issuing general rules for regulating appointments and promotions in the State Service; and

(3) Issuing supplementary instructions for regulating the filling up of vacancies in the ministerial ranks of the superior service.

In the first of these orders the functions of the Central Recruitment Board have been enumerated as follows:—

(*a*) Calling for applications from all candidates, including Brahmins, desirous of securing appointments in the public service, and preparing lists of such candidates showing the class or classes of appointments and the salary for which each candidate is eligible with reference to the qualifications and preference of the candidates;

(*b*) Forwarding copies or extracts of such lists to the several Heads of Departments and offices concerned;

(*c*) Calling for returns, statistics and other information relating to recruitment and vacancies in the several offices of the State.

3. It has also been ordered that every appointment by direct recruitment shall, in future, be made only from among candidates included in the Board's lists, an exception being made, however, in respect of vacancies not likely to last for more than six months and when no candidate is available in the list. The Board has till now issued lists including the applications of 1,274 persons, of whom 737 are Brahmins and 537 others.

4. To enable the Board to discharge its duties, as vigilance committee, the Board has prescribed three returns furnishing information as under:—

(*a*) Vacancies in each office that occurred during the previous quarter;

(*b*) Appointments made to fill up vacancies in each office or department during the same quarter;

(*c*) The composition of the office, both ministerial and executive, at the end of the quarter.

5. The returns for 30th June 1922 have been received by the Board and scrutinised in respect of 365 offices and those for 30th September 1922 in respect of 390 offices. In the result, it is seen that out of a total number of 8,761 officials in the offices comprised in the returns for June 1922, 5,470 were Brahmins and 3,291 belonging to other communities. It is also seen that in the first set of returns covering the half-year ending June 1922 out of a total number of 332 direct appointments made, 147 were conferred on candidates belonging to backward communities. The returns for September show that out of a total number of 118 direct appointments made, 48 were conferred on candidates belonging to backward communities. Enquiries were also instituted in respect of 126 appointments not conforming to the rules under the instructions of the Member of Council, who is also the Chairman of the Board.

6. The Board is at present not doing anything in the way of putting applicants in touch with the offices where vacancies occur.

7. The conditions created by the several orders of retrenchments issued in the course of 1922 have also affected the progress in absorbing the candidates of backward communities in the Public Service. About 574 posts have been abolished as a result of retrenchments. In Government Order No. 6498-6555—C. B. 226-21-1, dated 21st April 1922, Government have directed that in view of the retrenchments in the several departments of the State, vacancies occurring in the several offices should not be permanently filled up. Further as it was necessary that the experience gained by officials who had served under Government for sometime and who had to be discharged on account of reduction of staff should not be lost to the Government permanenty, and also with a view to alleviate hardship to such persons, Government have directed from time to time, that officials who had been discharged on account of retrenchment in certain departments should be reabsorbed in the available vacancies in the several departments, as soon as they occur, and finally in Government Order No. 1483-1532—C. B., dated 25th September 1922, a general instruction has been issued to the effect that all officials who held permanent appointments and those who had served continuously for two years in acting or temporary appointments, prior to the discharge, should be given preference over all new candidates including those belonging to backward communities and that the discharged persons not coming within the above category may be given preference over other candidates belonging to their respective communities. In pursuance of this order and with a view to prepare a comprehensive list of officials entitled to benefit thereunder, a circular letter No. 2107-60, dated 9th November 1922, has been addressed to all Heads of Departments, Secretaries to Government and Deputy Commissioners of Districts and the list of officials thrown out of employ on account of retrenchment is under preparation.

8. It is now necessary to revise the existing arrangements so as to co-ordinate all the factors above referred to and secure a steady rate of progress in carrying out the policy of Government, enunciated both in the orders on the Miller Committee's Report and in that relating to the re-employment of officials discharged on account of

retrenchement. Further, it is necessary to bring the several Heads of Departments into closer touch with the Central Recruitment Board which at present contains only three Heads of Departments. The following instructions are accordingly issued:—

(1) In modification of Instruction (3) in Government Order No. E. 2179-2258—E. A. 30-21-1, dated the 28th November 1921, Government direct that except privilege leave vacancies and other vacancies for periods not exceeding three months, all appointments should be made only from the lists issued by the Central Recruitment Board and in accordance with the general principles laid down in Government Order No. 2093-172, dated 28th November 1921. As regards privilege leave vacancies for periods not exceeding three months, appointing officers may fill them up by promoting men already in their offices, but a certificate should be made in each case that the vacancies are temporary and that there is no prospect of their being extended or prolonged.

(2) The above instruction will however be subject to the directions contained in Government Order No. 1483-1532—C. B., dated the 25th September 1922, regarding the reabsorption of officials discharged on account of retrenchments.

From the information before Government it is seen that owing to the paucity of vacancies in all offices, the progress in reabsorbing in the service officials discharged on account of retrenchments is very slow. In order to minimise the hardship to these discharged employees awaiting re-employment, it is necessary to create some vacancies in the clerical and subordinate executive services by retiring some officials, who have completed the qualifying service required for earning a pension equal to half their pay even though they may not have reached the age of superannuation. This principle may be applied in all grades of the clerical service and of the subordinate executive service up to and inclusive of the grade of Amildars. The Comptroller is requested to submit, at once, a list of Amildars who have completed twenty-five years' service qualifying for pension and all Heads of Departments and Secretaries to Government are requested to submit to Government lists of all officials and executive subordinates who have put in the qualifying service for pension with their opinion as to the character, capacity for work and future usefulness of the official or subordinate concerned.

These lists will be examined by a Committee consisting of—

CHAIRMAN.

Mr. Mir Humza Hussein, Member of Council.

MEMBERS.

1 Mr. K. Chandy, Revenue Commissioner;
2 „ A. Subramanya Iyer, Excise Commissioner;
3 „ P. F. Bowring, Inspector-General of Police;
4 „ C. S. Balasundaram Iyer, Inspector-General of Education,; and
5 „ C. Dove-Wilson, Agent, Mysore Railways;

who will prepare a list of men to be retired and submit it for the orders of the Government. Lists of men thrown out in various departments on account of retrenchments, who have put in a service of two years or more, will also be placed before the Committee and the Committee will be empowered to absorb them in the vacancies, except in the case of appointments requiring Government sanction in respect of which they will submit their recommendations to the Government.

The Committee is requested to commence its sittings in the beginning of February 1923 and conclude the work by the end of March 1923. The Secretary, Central Recruitment Board, will act as Secretary to this Committee.

(3) With a view to facilitate direct recruitment to the different grades of the subordinate executive services, three probationerships will be created temporarily in each department for each grade of executive service as is now done in the Excise, Police and Registration Departments, and candidates will be directly recruited to them, two of them at least being members of the backward communities. The Heads of Departments are requested to submit before the 15th February 1923, definite proposals in this respect for their respective departments.

(4) In order to enable the Central Recruitment Board to put candidates in touch with offices where vacancies occur, an intimation of all vacancies will hereafter be sent promptly by the Head of the office direct to the Secretary, Central Recruitment Board, who will publish consolidated notices in the Gazette for the information of the candidates. These lists should contain full information regarding the departments where vacancies occur and the qualifications required of candidates.

(5) The present constitution of the Committee is of too limited a character to ensure sufficient discussion of the periodical returns and adequate mutual understanding between the Board and the departments in regard to the purposes of the Government's policy in respect of increasing the representation of the backward classes in the public service. It is desirable and necessary to have a meeting of all Heads of Departments once a quarter to review the situation. The President of the Central Recruitment Board is requested, in future, to invite the Heads of all major departments to the meetings of the Board when the quarterly A, B and C returns are reviewed, so that those officers and the members of the Board may have a common discussion of the progress of recruitment work during the quarter, the results achieved, the difficulties experienced and the modifications, if any, in rules and procedure and instructions necessary to secure better results.

K. MATTHAN,
Chief Secy. to Govt.

To—The Heads of Departments.
The Secretaries to Government.
The Deputy Commissioners of Districts.
The Secretary, Central Recruitment Board.
PRESS TABLE.

Extd.—A. M. K.

WD 1379—GPB—2,300—23-1-23